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### State of Utah

#### Department of Workforce Services



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## Employer Seminar Focuses on the “Leadership of Change”

The Department of Workforce Services’ St. George Employment Center recently hosted an employer seminar with Mr. Randall Johnson titled, “The Leadership of Change-Understanding and Implementing Successful Transition Strategies.” The seminar was attended by employers from communities throughout southwest Utah.

Mr. Johnson discussed the keys to leading successful change. A change within a business may be caused by a variety of issues such as an up-swing or down-swing in their operations due to the economy, a reorganization, acquisition of another business, or other causes.

Through lecture and active audience participation, Mr. Johnson addressed the critical difference between change versus transition and explored the dynamics of transition on people within any organization. Employers learned

the skills needed to help people let go of the past, discard old and inappropriate habits, develop new thoughts and action patterns, and launch new beginnings.

Seminar attendees came away with knowledge and skills to: reduce the negative effects of change on productivity; shorten the time from the inception of a new direction to the final desired performance targets; improve leadership by understanding how different behavior styles respond to change conditions; creatively manage conflict that arises as you move your team through the transition process.

For more information about this seminar and others that would benefit your business, please contact Kimberly Johnson, Business Consultant, at 435-986-3541 in the St. George Employment Center.

## New DWS Business Consultant Visits Stampin’ Up!

Kane County has a new business consultant. **Barbara Larsen** works out of the Kanab Employment Center and can be reached at 435-644-8910. She and employment counselor Kristie Bundrick recently visited the manufacturing plant of rubber stamp manufacturer **Stampin’ Up!** in Kanab.

*Stampin’ Up!* uses DWS to assist them with finding potential employees. In the Kanab plant, *Stampin’ Up!* has 99 employees. *Stampin’ Up!* is one of the largest private employers in the community with a 40,000 square-foot plant in Kanab. The 15 year-old, \$150 million, direct-sales company recently expanded sales throughout Canada. The company has corporate offices, and distribution and warehouse facilities in Salt Lake City.



Nate White, the Manufacturing Manager and Barbara Larsen, DWS Business Consultant at Stampin’ Up! in Kanab

## News You Can Use

### Internships: A Win-Win Opportunity

#### What is an Internship?

An internship is a unique way for employers to help an individual obtain necessary job skills with no obligation and no training costs. You'll have the opportunity to train the employee and the Department of Workforce Services (DWS) will pay the intern a stipend and cover their worker's compensation costs. You will be under no obligation to offer continued employment when the training period is complete. Paperwork is minimal. A DWS representative will complete the contract and meet with you to answer any questions you may have. The intern will gain valuable skills and training that will make them better able to find and retain employment. This benefits the individual, the employer and the community.

#### What are my responsibilities?

You will be responsible for helping the intern upgrade their skills according to the training plan developed. You will also help the intern track hours worked. DWS will take care of the rest.

#### How long is an Internship?

The training time varies depending upon the individual's situation. A training plan will be developed based on the needs of the employer and the trainee.

#### What Kind of Intern May I Expect?

Types of applicants that are eligible include dislocated workers (those laid off from a previous position), economically disadvantaged workers who need to upgrade their skills, and workers entering the workforce for the first time. Internship offers these job seekers an opportunity to improve or upgrade their skills in a workplace setting. *Note: An intern must not displace a current employee.*

#### For more information contact:

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## DWS Awarded \$10,000 To Share Its Vision of Workforce Development

Utah, through the Department of Workforce Services (DWS), has been selected by the U.S. Department of Labor (USDOL) as a Mentor State on "Supply Side: Employer Services." The department was selected to participate in the National Business Learning Partnership, a national partnership designed to match local areas that have transitioned to a demand-driven workforce system to other states that are struggling with the concept.

DWS is recognized nationally as a leader in providing an exceptional array of services to employers. "As a workforce agency which has made sustained and significant progress in the transition, the Department of Workforce Services will serve as a mentor and provide learning and insights regarding the transition," said Joseph Juarez, Regional Administrator, Region IV, USDOL.

The Department of Labor, in its selection document, had this to say about DWS: "The greatest strength of DWS has been their responsiveness to businesses' needs. This has been a big shift in the way things were done in the past and the businesses appreciate and value it." They also stated that, "the quality of referrals has improved dramatically which has been a tremendous help." Finally, "the businesses also appreciate the fact that the DWS business service staff never seem to use the word 'no' anymore. They always find a way to either say yes or link them with somebody that can say yes."

Utah was selected to mentor Nevada and Washington D.C. as protégé states. USDOL announced that it will award Utah \$10,000 in appreciation of its willingness to participate. "I am very pleased at what we have been able to accomplish as a department, and at the opportunities this will provide our department and our business services' staff to learn from and build partnerships with our colleagues in these other states to better serve Utah employers," said DWS Deputy Director Darin Brush. "We've worked very hard to accomplish our mission as Utah's Job Connection, and we are excited to share our vision with our colleagues in Nevada and the District of Columbia."

## DWS Connects Business with Solutions

**E**mployers, check your mailbox this month for an important letter from Governor Olene S. Walker referring you to our web page at [jobs.utah.gov/solutions](http://jobs.utah.gov/solutions). We're offering an exciting array of services to make your job easier while improving your bottom line.

Our business consultants can connect you with a limitless number of solutions that enhance

your workforce and grow your business.

You will receive additional information about this program over the next few months. In the meantime, visit the Department of Workforce Services' web page at [jobs.utah.gov/solutions](http://jobs.utah.gov/solutions). If you prefer to speak with a business consultant, please call toll free at 1-888-920-WORK.

## New Data Available at Economic Information Web Site

*Labor Market Information and Size of Firm Annual Reports available for download*

Two publications have recently been updated on the Department of Workforce Services (DWS) Economic Information Web site: the *Annual Report of Labor Market Information*, and *Utah Employers, Employment and Wages by Size of Firm*. Both are annual publications, and both are now internet-only publications.

The *Annual Report of Labor Market Information* references the year 2002 and contains detailed employment and wage information for that year, organized by county and NAICS sector. The data are arranged in a way that allows metro/non-metro wage comparisons by industry sector. It has some historical data going back to 2000 to show fluctuations in employment, since the downturn of the economy. For instance, usually in an economic downturn the metro counties are hardest hit. Yet the data in the Annual Report shows how the opposite has happened this time, due to the bubble bursting in the high tech area.

The narrative section analyzes the economy by industry. You can also find lists of the state's largest employers, statistics on the civilian labor force and unemployment rates. There is even city-level employment and wage data for cities in Salt Lake, Davis, Weber, Cache, and Utah counties.

Four-digit NAICS industry data is available enabling a more detailed view of the health of each industry, as reflected in wages, employment, etc., for customers who want the most detailed industry data available.

The other annual publication which has just been released is *Utah Employers, Employment and*

*Wages by Size of Firm*. "Size of Firm", as we call it, contains employment and wage data for all entities in Utah that pay into the Unemployment Insurance fund. This information is organized by the size of firm, which can be very revealing. How big a firm is can significantly influence other factors such as wages and wage comparisons within industries.

This publication also reveals how important small companies are in Utah's economy. In fact, 95 percent of establishments in Utah have 50 or fewer employees!

**Note:** "Firms" represent the parent company and single entities, while "Establishments" are individual work-sites. So a firm may have many establishments or only one.

### HOW TO ACCESS THE REPORTS

Go to the DWS home page: [jobs.utah.gov](http://jobs.utah.gov)

- Click on [Economic Information](#) in the Quick Links on the right side of the screen.
- Click on [Publications](#) in the navigation list on the left of the screen.
- In the "Select" window, click on the title of the publication, then click on [GO](#)!

All or part of both of these publications can be printed from your Web browser. In addition, the tables are provided in Microsoft Excel format for easy downloading.

## Utah Department of Workforce Services

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### Local news brief

### Contact Numbers

#### ***Juab County Economic Boost!***

It is not often that rural counties get to brag about adding a new business, but Nephi can now brag of three new businesses. With Juab County unemployment rates slightly higher than statewide and national figures, Carol Lange, a DWS business consultant, says that having three new businesses open adds a real boost to the community. It means that more people can find a job locally and will not have to leave the county for work.

New to the Nephi area are **Utah Home Mortgage Lenders**, the **Family Dollar Store**, and **Triangle Anchor Fitness Center**. Utah Home Mortgage Lenders are mortgage loan brokers and have added an office to Nephi while maintaining another office in Ephraim. The Family Dollar Store is a fast growing discount store with more than 5,000 stores in 43 states and 44 years in experience. Their success has always been based on helping value conscious families meet their basic shopping needs. The store is open seven days a week and has employed 10 new workers. The Triangle Anchor Fitness Center has aerobic classes, cardiovascular equipment, weight room, locker room, kids playroom, personal trainers and a free consultation and set up on a workout program. A beauty salon is also located at this facility offering haircuts, massage, facial, waxing, nails and permanent makeup. Additionally, there are deluxe tanning beds, dance classes and gymnastics classes available.

#### ***Business Consultants***

<i>Beaver</i> -Connie Fails	(435) 438-5498
<i>Cedar City</i> -Bob Cranford	(435) 865-6548
<i>Delta</i> -Stacy Anderson	(435) 864-3860
<i>Fillmore</i> -Stacy Anderson	(435) 743-5304
<i>Junction</i> -Janet Butterfield	(435) 577-2443
<i>Kanab</i> -Barbara Larsen	(435) 644-8910
<i>Loa</i> -Becky Pace	(435) 836-2406
<i>Manti</i> -Bruce Barton	(435) 835-0738
<i>Nephi</i> -Carol Lange	(435) 623-1927
<i>Panguitch</i> -Jolene Costigan	(435) 676-8893
<i>Richfield</i> -Lela King	(435) 893-0016
<i>St. George</i> -Kimberly Johnson	(435) 986-3541

[jobs.utah.gov](http://jobs.utah.gov)

**Utah's Job Connection**